

CHIEF EXECUTIVE OFFICER

SLD / Read - Grand Rapids, Michigan

Deadline July 31

Job Type Executive

Salary Competitive

Employment Type Full-time

SLD Read Board of Directors

2018 CEO Search Profile

SLD / READ

SLD / Read is a Michigan Nonprofit Corporation with headquarters in Grand Rapids and Kalamazoo, Michigan. This Organization is dedicated to:

1. Helping individuals with Dyslexia, learning differences and other reading challenges to develop lifelong language skills through our Multi-Sensory Program.
2. Assisting educators to identify learning challenges by providing training and techniques to enhance their reading curriculum.
3. Increasing community awareness and understanding of literacy issues.

Our Organization engages a highly skilled professional teaching staff trained to assist those with reading difficulties, learning problems and other reading challenges with its principal focus on dyslexia.

The Organization is staffed with both paid professional staff and unpaid volunteers who are committed to our Organization's vision of a community working together for literacy, that empowers all individuals to achieve their full potential.

The Members of the Organization's Board of Directors consist of a number of volunteer community leaders committed to conquering the challenges of dyslexia and other learning disabilities.

CEO PROFILE

The following are the critical organizational leadership skills and traits the Board seeks in its new chief executive officer:

The Leadership Traits

The Board seeks a leader who can demonstrate the ability to create a culture of continuous quality improvement that uses data supported processes and procedures to drive a high level of student success and optimal organization performance. That leader needs to be strategic, visionary and collaborative and focused on the growth and well being of the people we serve and the communities to which they belong. To that end, it is the Board's desire to have a leader who can demonstrate the following:

- Ability to keep mission and vision of SLD read at the forefront.
- Ability to develop a cohesive and cooperative organization across all locations.
- Excellent listening skills and board relation skills.
- Experience with geographically diverse nonprofit organizations.
- Ability to set limits and boundaries.
- Excellent oral and written communication skills.
- Ability to develop and promote teams.
- Provide Leadership and information to Dyslexic individuals and their families.
- Ability to interact positively with the Board, staff, donors, outside agencies and partners and diverse client populations.

Management skills

The board seeks a leader with excellent management skills to coordinate four locations with 50 staff and over 400 students. Expertise in the following areas is crucial:

- Ability to restructure organizations.
- Expertise in data and data analysis.
- Ability to develop consistent and comprehensive forms across all locations.

- Experience in developing and upgrading information technology.

Experience with nonprofit organizations

A successful candidate must have experience in the following areas:

- Developing a comprehensive business plan.
- Growing nonprofit organizations.
- Collaboration and networking with other community organizations.
- Fundraising.

Following a long period of sustained success, SLD Read is in the process of reorganizing and redeveloping itself in order to expand its services and its markets. The new leader will be able to handle the stress and the work involved in growing and producing a unified high functioning organization.

COMPENSATION

Compensation will be dependent upon skills and experience and the new CEO will have the opportunity to grow his or her compensation in conjunction with the growth and funding of the organization.

REPORTS TO: BOARD OF DIRECTORS

Requires a Bachelor's degree from an accredited college or university in Education/Business Administration or related field combined with five years of progressively responsible experience in a related field. Equivalent combination of education and experience may be considered.

Supervisory experience desired.

Master's Degree or higher preferred.

APPROACH TO NEW LEADERSHIP

The SLD Read Board of Directors is responsible for the selection of a new Chief Executive Officer, which includes establishing a clear succession planning process that assures sustained quality leadership and a smooth transition to new leadership.

Considerations shaping the Board's approach include:

- Capitalizing on the firm foundation established by the organization's current leadership. The Board is very pleased with the Co-Executive Director's leadership and recognizes that they have accomplished a great deal to positively position SLD Read for the future. This Board, the organization and its staff owe the Co-Executive Directors a debt of gratitude for the difficult work that has been done well throughout the years.
- Creating a clear vision for the future - The Board's work around succession planning is not only about hiring the next Chief Executive Officer, but it is a clear statement by the Board about the intended future direction and focus of the organization, including the increased success of all our students, the opportunity for constant quality improvement of the teaching staff, the financial stability of the institution and a culture that prides itself on trust, accountability, and vision as the bedrock of this Board's focus.
- Creating balance between the past, present and future - The Board recognizes the longstanding historical ties SLD Read has with the communities it serves and the new ties forged as the organization has grown. The Board has a desire to continue strengthening those partnerships. The Board also anticipates a healthy balance between the current practices of excellence that exist in our organization today and the new bold ideas, concepts and policy necessary to ensure increased long-term success.

- Conducting a transparent CEO search - The Board is committed to a fair, open process internally with staff, board members and our larger community. While the Board holds strong opinions regarding the future of our organization, we are equally committed to listening to all questions, concerns, and ideas. The Board's desire is to practice throughout this selection process a culture of openness, trust, equity, accountability and vision.

If interested, please send a cover letter and resume to employment@sldread.org.

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